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COMMONWEALTH BUREAU OF CENSUS AND STATISTICS

CANBERRA, AUSTRALIA

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LABOUR TURNOVER, SEPTEMBER, 1966

This report gives the results of a survey of labour turnover in Australian industry in the month of September, 1966 and shows these results together with those obtained in similar surveys covering the month of September in previous years. Because of the effect of seasonal fluctuations, the trends in labour turnover are most clearly shown by comparing successive turnover rates for the same month of each year. Labour turnover rates are influenced by the seasonal nature of employment, particularly in the food, drink and tobacco industry and, to a lesser degree, in other industries. A report entitled "Labour Turnover, March, 1966", published on 26 September 1966, contained the results of a survey in March, 1966 together with the results obtained in similar surveys relating to the month of March in previous years.

- 2. In these surveys labour turnover is, in accordance with general practice, measured by the number of engagements or separations expressed as percentages of average employment during the period under review. Engagements and separations refer to the turnover of individual businesses, including the movement from one business to another within the same industry group.
- Table 1 shows figures of both engagements and separations expressed in this way for manufacturing and non-manufacturing industries. Table 2 shows the engagement rates for manual workers by industry group. Table 3 shows the separation rates for manual workers by industry group, and Table 4 gives the analysis of these separation rates according to dismissals, retrenchments, persons leaving employment on their own initiative, and other causes.
- 4. The period covered in individual returns varies, since it depends on the dates on which pay-roll tax returns of individual businesses are made up for August and September in each year. The average period is about four and a half weeks.

Industrial Coverage

5. The survey is based on a sample within certain industries of businesses subject to pay-roll tax, that is, businesses paying more than \$400 a week in wages. The survey excludes businesses whose pay-roll is below the taxable limit, as well as religious, benevolent and other similar organisations which are exempt from pay-roll tax. In addition, the survey excludes rural industry; private domestic service; certain businesses such as accountants, trade associations, consultant engineers, etc.; the shipping and stevedoring industry; the motion picture industry; government employment; and semi-government undertakings other than banks and airlines.

Month of September	Manuf	acturing	Non-mar	nufacturing	All I	ndustries (a)	Manu	facturing	Non-manu- facturing	All Ind	ustries .)
in Year -	Manual Workers	Non-manual Workers	Manual Workers	Non-manual Workers	Manual Workers	Non-Manual Workers	Manual Workers	Non-manual Workers (b)	Non-manual Workers	Manual Workers (c)	Non-manual Workers
			MA	ALES				The	FEMALES	4 8 B B B B B B B B B B B B B B B B B B	pro
ENGAGEMENTS	%	%	%	% H	%	40 1% 0 4	%	%	8 %	%	%
1957 1958 1959 1960 1961 1962 1963 1964 1965	4.4 4.4 5.2 5.9 4.0 4.7 5.1 6.6 6.6 5.4	1.6 1.5 1.9 2.2 1.1 1.6 1.5 1.9	6.0 6.8 7.9 5.6 7.3 6.4 7.7 8.8 7.3	2.5 2.4 2.5 2.9 1.8 2.3 2.6 2.9 2.8	5.0 4.9 5.8 6.6 5.6 7.0 7.4	2.2 2.1 2.3 2.6 1.6 2.1 2.0 2.3 2.4 2.4	5.3 5.2 7.5 6.8 7.2 6.5 7.9 7.5 6.5	3.2 3.3 3.9 4.3 2.3 3.5 3.4 4.3 4.2 3.7	4.6 3.9 4.2 5.5 4.0 4.0 4.3 4.5 5.2 4.9	5.5 5.2 7.1 7.0 6.6 6.6 8.3 8.0 7.2	4.3 3.8 4.1 5.1 3.6 3.8 4.1 4.5 5.0 4.6
1957 1958 1959 1960 1961 1962 1963 1964 1965 1966	3.9 4.2 4.6 5.4 4.7 4.9 6.2 6.6 5.5	1.5 1.3 1.7 1.8 1.5 1.5 1.7 1.8	5.3 5.4 6.1 6.8 5.7 6.9 5.8 7.0 8.0 6.9	2.0 2.2 2.0 2.4 2.1 2.5 2.5 2.1 2.5 2.8	4.4 4.6 5.1 5.9 5.3 5.2 6.5 7.2	1.8 1.9 1.9 2.2 1.9 2.2 2.1 2.0 2.2 2.4	4.7 6.0 5.5 5.6 5.7 5.3 6.5 6.0	3.2 3.1 3.6 3.8 2.9 3.2 3.3 3.2 4.2 3.6	4.0 3.9 4.2 5.0 3.7 3.8 4.2 3.7 4.3 4.2	4.7 5.5 5.6 6.5 6.9 7 14.80ff 1850ff 1850ff	3.8 3.7 4.0 4.6 3.5 3.6 4.0 3.6 4.3 4.3

⁽a) See introductory text for note on industrial coverage.

⁽b) The number of employees in "female non-manual workers in manufacturing industry" is relatively small and consequently less significance should be attached to small changes in the labour turnover rate in this category than to similar changes in the larger employment categories.

⁽c) Includes manual workers in "Non-manufacturing" for which separate estimates are not available.

TABLE 2. - ENGAGEMENT RATES FOR MANUAL WORKERS, BY INDUSTRY, SEPTEMBER
PERCENTAGE OF AVERAGE EMPLOYMENT IN EACH GROUP

7.1.1.2	SEPTEMBER							
Industry Gr	1961	1962	1963	1964	1965	1966		
oods Coks Pads	1903	1962	MALES					
	HOW BOARD DANIES OF THE PARK AND	T	%	%	%	%	%	%
lanufacturing -		10	1 8					
Engineering and vehicle	3		4.0	4.6	5.0	7.2	6.5	5.0
(i) Engineering (a)		4.5	4.1	4.6	4.8	7.6	6.9	5.0
(ii) Vehicles (b)		4.5	3.8	4.9	6.0	5.8	5.3	5.0
Textiles and clothing		4.4	4.6	3.5	4.1	5.2	6.4	3.4
Food, drink and tobacco	(c)	3.7	6.2	5.8	6.9	8.1	7.7	7.8
Furniture, sawmilling a		4.2	6 3		(0)	Surnan	D DHE B	TIVAS
woodworking	. Col	204	4.9	4.8	6.6	7.0	7.2	6.8
Paper and printing		5.6	1.8	3.1	1.9	2.8	3.9	3.7
Other manufacturing			2.5	4.8	4.9	5.9	6.8	5.5
	refining	8.5	2.3	3.1	3.5	4.5	4.5	4.2
(ii) Other	-	4.5	2.6	5.4		6.5	7.8	6.0
(II) Other		3.5	2.0	7.4	5.7	Ito bas	alabina.	0.00
All manufacturing		4.9	10	4.7	E 1	6.6	66	11) 0
All manufacturing			4.0	4.7	5.1	6.6	6.6	5.4
6.2 6.6 5.5		4.4	4.1	mode restrendent demandent demande		nirutos!	wmaM III	
Non-manufacturing -			2.4					
Mining			3.1	2.9	4.2	3.5	3.9	4.
Building and constructi	on	5.6	8.8	11.3	11.5	13.8	14.4	11.
Road transport		7.11	4.2	5.0	5.0	6.9	7.4	5.6
Wholesale and retail tr		4.3	4.3	7.7	4.4	5.4	6.6	5.8
Other non-manufacturing	(d)	6.1	6.0	5.4	5.9	6.6	7.9	7.0
		1.4.1		THE RESIDENCE AND PARTY AN	ONE SECTION AND ADDRESS OF THE PARTY OF THE	minuine?	CORREDO	2002
All Non-manufactur	ing		5.6	7.3	6.4	7.7	8.8	7.3
All Industries (e)		6.9	4.6	5.6	5.6	7.0	7.4	6.
0.0 30) (0.0	2.0	5.3	FEMALES	and the same of th	THE CONTRACT OF THE CONTRACT O) seinie	ubel li	
			%	%	%	%	%	%
Manufacturing -		70	1 30	T				-
Engineering and vehicle	S	4	9.6	7.6	7.4	10.4	7.9	6.
Textiles		6.4	6.7	3.8	5.5	6.7	6.1	5.0
Clothing		500	4.8	6.2	5.8	5.3	5.5	5.2
Food, drink and tobacco	(c)	4-7	11.9	8.6	8.8	12.5	14.3	10.
Paper and printing	(0)	4.7	4.3	7.0	5.2	6.3	9.0	7.
Chemicals and oil refin	ina	7.0		6.0				
onemicars and our rein	TITR	5.1	7.0	0.0	4.7	8.4	6.8	6.6
All Manufacturing	(+)	6.3	7.0	6 =	6 5	7.0	7.5	banga.
	(1)		7.2	6.5	6.5	7.9	7.5	6.5
All Industries (e)	(0)	5.7	7.0	6.6	6 6	0.3	0.0	7
all industries (e)	(8)		7.0	6.6	6.6	8.3	8.0	7 .:

- (a) Extracting, refining, founding, engineering, metalworking, electrical equipment.
- (b) Vehicles, aircraft and ships. Includes assembly and repairs.
- (c) The "Food, drink and tobacco" industry group contains certain seasonal industries (e.g. fruit canning) which engage and retrench a large number of workers each season. Fluctuations may occur in the turnover rates because a season may be later one year than another.
- (d) Rail and air transport, finance and property, amusements (excl. motion pictures), hotels and other accommodation, cafes, personal services, etc.
- (e) See paragraph 5 for note on industrial coverage.
- (f) Includes certain industry groups not specified above for which separate estimates are not available.
- (g) Includes "Non-manufacturing" for which separate estimates are not available.

TABLE 3. - SEPARATION RATES FOR MANUAL WORKERS, BY INDUSTRY, SEPTEMBER
PERCENTAGE OF AVERAGE EMPLOYMENT IN EACH GROUP

1963 - 1964 - 1965 1966	1962	1961		SEPTEMBER						
Industry Group		1961	1962	1963	1964	1965	1966			
P. 1 4 1 4 1 4 1	8	MALES	monet i zitteram rasandı							
AND THE RESIDENCE OF THE PROPERTY OF THE PROPE		%	%	%	%	%	%			
anufacturing -	4.6	4.0		. 81	vehicle	one gair	gugines			
Engineering and vehicles	4.6.	6.2	4.5	5.2	6.8	6.6	5.5			
(i) Engineering (a)	4.9	3.5	4.5	5.0	7.0	6.6	5.3			
(ii) Vehicles (b)	3.5	17.6	4.4	5.9	6.2	6.7	6.1			
Textiles and clothing	5.8	2.6	3.7	4.0	5.0	6.4	3.5			
Food, drink and tobacco (c)		6.1	4.2	5.5	37.1	7.7	7.3			
	4.8	6.A	404	10)	10.	ridae	pwboow			
Furniture, sawmilling and	3.1	3.4	5.6	5.3	6.4	6.7	7.0			
woodworking	4.8	2.2	2.8		2.8	3.4	3.1			
Paper and printing	3.1			2.3						
Other manufacturing	5.4	2.6	4.5	4.4	5.5	7.4	4.8			
(i) Chemicals and oil refining	406.	2.1	3.5	3.6	4.1	4.9	3.2			
(ii) Other	4.7	2.8	4.9	5.0	6.0	8.3	5.6			
All Manufacturing		4.7	4.4	4.9	6.2	6.6	5.5			
0.6. 2.5 0.5	2.9	NAME OF STREET OF STREET, STRE	A				natath			
Ion-manufacturing -	11.3	8.6	- (2.00	tour tem	in fores w	-			
Mining	5.0	3.7	5.6	3.2	4.3	3.3	3.6			
Building and construction	7.7	11.3	11.7	10.8	13.0	13.4	11.6			
Road transport		4.1	4.3	5.1	6.0	6.3	5.4			
Wholesale and retail trade	5.4	3.5	6.1	4.1	4.4	6.6	5.4			
Other non-manufacturing (d)	7.3	4.4	4.1	4.8	6.0	6.6	5.8			
All Non-manufacturing	5.6	5.7	6.9	5.8	7.0	8.0	6.9			
All Industries (e)	-	5.0	5.3	5.2	6.5	7.2	6.0			
3 1 3 1 3 1 3 1 3 1 3 1 3 1 3 1 3 1 3 1	-	FEMALES	3		Semigranda por decido recision	-				
THE RESIDENCE AND ASSESSMENT OF THE PROPERTY O	-	%	1 %	76	%	76	%			
Manufacturing -	9.7	9.0		8	vehicle	as gair	Engine			
Engineering and vehicles		6.5	6.4	5.7	8.5	6.3	6.0			
Textiles		2.9	4.7	4.3	4.7	6.1				
Clothing		4.0	4.9	4.9						
Food, drink and tobacco (c)		11.0	7.0	7.8	9.7	12.5				
		100, 1000	5.1		A 200 00 00 00	6.5	6.0			
Paper and printing		4.6		5.4						
Chemicals and oil refining		3.5	6.3	3.8	5.0	4.4	4.5			
All Manufacturing (f)		5.6	5.7	5.3	6.5	6.5	6.0			
All Industries (e)(g)		5.6	5.8	5.6	6.4	6.9	6.5			

- (a) Extracting, refining, founding, engineering, metalworking, electrical equipment.
- (b) Vehicles, aircraft and ships. Includes assembly and repairs.
- (c) See footnote (c), Table 2. I a denotion bus egagne doing (gaines tieri .g.e)
- (d) See footnote (d), Table 2.
- (e) See paragraph 5 for note on industrial coverage.
- (f) Includes certain industry groups not specified above for which separate estimates are not available.

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hotels and other accommodation,

(g) Includes "Non-manufacturing" for which separate estimates are not available.

TABLE 4. - ANALYSIS OF SEPARATIONS OF MANUAL WORKERS,

SEPTEMBER, 1965 AND SEPTEMBER, 1966

PERCENTAGE OF AVERAGE EMPLOYMENT IN EACH GROUP

- D Dismissed: Employment terminated on the employer's initiative for NOTE: disciplinary or similar reasons.
 - R Retrenched: Employment terminated, permanently or otherwise, on the employer's initiative for reasons such as a reduction in the scale of operations, breakdown in machinery, shortage of materials, completion of the job.
 - L Left: Employment terminated on the employee's initiative. Excludes employees on strike.
 - 0 Other: Includes separations due to permanent retirement (including women leaving to be married), injury, death, enlistment in the forces, and similar reasons.

Industry Group		Septe	ember			September, 1966				
Industry Group	D	R	L	0	MALES MALES MALES MALES MALES MALES MALES MALES MALES MO.1 6.6 0.0 0.1 6.6 0.0 0.1 6.7 0.0 0.1 6.7 0.0 0.1 6.7 0.0 0.1 6.7 0.0 0.1 7.7 0.0 0.1 6.7 0.0 0.1 7.7 0.0 0.1 8.3 0.0 0.1 7.4 0.0 0.2 4.9 0.0 0.1 8.3 0.0 0.1 6.6 0.0 0.1 3.3 0.0 0.1 6.6 0.0 0.2 6.6 1.0 0.1 7.2 0 FEMALES MO.1 6.3 0 0.2 6.1 0 0.3 5.2 1 0.1 6.5 0 0.4 4 0 0.2 6.5 0	D	R	L	0	Total
					MAL	ES				
residency and a place of the second s	%	%	%	%	%	%	%	%	%	%
Manufacturing -	,									
Engineering and vehicles	0.9	0.5	5.1	0.1	6.6	0.6	1.0	3.8	0.1	5.5
(i) Engineering (a)	0.9	0.3	5.3	0.1	6.6	0.5	0.9	3.8	0.1	5.3
(ii) Vehicles (b)	0.8	1.2	4.6	0.1	6.7	0.8	2.0	3.2	0.1	6.1
Textiles and clothing	0.8	0.1	5.4	0.1	6.4	0.4	0.4	2.6	0.1	3.5
Food, drink and tobacco (c)	1.0	2.0	4.6	0.1	7.7	0.5	2.5	4.2	0.1	7.3
Furniture, sawmilling, woodworking	0.7	0.6	5.3	0.1	6.7	0.9	1.0	5.0	0.1	7.0
Paper and printing	0.5	0.1	2.4	0.4	3.4	0.4	0.2	2.4	0.1	3.1
Other manufacturing	1.0	0.4	5.9	0.1	7.4	0.5	0.5	3.6	0.2	4.8
(i) Chemicals and oil refining	0.6	0.2	3.9	0.2	4.9	0.3	0.3	2.5	0.1	3.2
(ii) Other	1.1	0.4	6.7	0.1	8.3	0.7	0.6	4.1	0.2	5.6
All Manufacturing	0.8	0.7	5.0	0.1	6.6	0.6	1.1	3.7	0.1	5.5
Non-manufacturing -	1811									
Mining	0.2	00	3.0	0.1	3.3	0.3	0.3	2.8	0.2	3.6
Building and construction	2.2	2.8	8.3	0.1	13.4	2.1	3.5	5.9	0.1	11.6
Road transport	0.8	0.5	4.8	0.2	6.3	1.0	0.7	3.6	0.1	5.4
Wholesale and retail trade	1.1	0.7	4.7	0.1	6.6	0.8	0.4	4.1	0.1	5.4
Other non-manufacturing (d)	1.1	1.0	4.3	0.2		1.1	0.8	3.8	0.1	5.8
All Non-manufacturing	1.3	1.2	5.4	0.1	8.0	1.1	1.3	4.4	0.1	6.5
All Industries (e)	1.0	0.9	5.2	0.1	7.2	0.8	1.1	4.0	0.1	6.0
					FEMAI	ES				
	%	1%	1%	1 %	%	1%	1%	%	%	1%
Manufacturing -	'	'	1	1	1	1				
Engineering and vehicles	0.5	0.6	5.1	0.1	6.3	0.7	0.6	4.6	0.1	6.0
Textiles	0.9	0.3	4.7	0.2			0.4	3.7	0.1	4.6
Clothing	0.4	0.3	4.2	0.3			0.4	3.7	0.1	5.6
Food, drink and tobacco (c)	1.4	3.7	7.3			11	3.8	4.8	0.1	9.8
Paper and printing	0.5	0.3	5.7	1		0.6	0.2	5.1	0.1	6.0
Chemicals and oil refining	0.3	0.3	3.8	1	_	11	0.5	3.8	0.1	4.5
All Manufacturing (f)	0.6	0.8	4.9			0.7	0.9	4.3	0.1	6.0
All Industries (e)(g)	0.7	0.8	NOT ARREST MADE: NOT A DIRECT			0.9		THE RESERVE OF THE PARTY AND PARTY.	0.1	6.
(a) Extracting, refining, founding,										
(b) Vehicles, aircraft and ships.	Includ	les as	sembl	y and	repai	rs.	(c) S	See fo	otno	te (c
Table 2. (d) See footnote (d). Table										

Table 2. (d) See footnote (d), Table 2. (e) See paragraph 5 for note on industrial coverage. (f) Includes certain industry groups not specified above for which separate estimates are not available. (g) Includes "Non-manufacturing" for which separate estimates are not available.

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NOTE. - Inquiries concerning these statistics may be made in Canberra by telephoning 639111 Ext. 2196 or, in each State Capital, by telephoning the office of the Bureau of Census and Statistics.

TABLE 4. - ANALYSIS OF SEPARATIONS OF MANUAL WORKERS,

PERCENTAGE OF AVERAGE EMPLOYMENT IN EACH GROUP

- D Dismissed : Employment terminated on the employer's initiative for
- R Retrenched : Employment terminated, permanently or otherwise, on the employer's initiative for reasons such as a reduction in the scale of operations, breakdown in machinery, shortage of materials, completion
 - L Left : Employment terminated on the employee's initiative. Excludes
- O Other : Includes separations due to permanent retirement (including women

									Industry Group
			100	18			do	do.	
									Manufacturing -
		1.0					0.5		Engineering and vehicles
		6.0		9.9	0.1	5.3		6.0	(i) Engineering (a)
		2.0	8.0	6.7	0.1	4.6			(ii) Vehicles (b)
3.5			0.4	6.4	0.1	5.4	0.1		Textiles and clothing
				7.7				1.0	Food, drink and tobacco (c)
	5.0	1.0	6.0	6.7	1.0				Furniture, sawmilling, woodworking
		2.0	0.4		0.4				Paper and printing
		0.5	0.5	7.4	0.1	5.9			Other manufacturing
		0.3	0.3		0.2		0.2		(i) Chemicals and oil refining
									(ii) Other
				9.9			1.0	Samuel	All Manufacturing
							1/3	AL LIB	Manufacturing Mining Mining
3.6				3.3			1/20	0.2	Mining
				13.4			8 2	SAW	Building and construction 5 7301 YA
		7.0	1.0	6.3		4.8	S. M.	8.0	Road transport
5.4				9.9	0.1	4.7	100	CANB	ERRA SISISIS IIIS SIBISISIS
			1.1	9.9	5.0			- Contraction	Other non-manufacturing (d)
				0.8	0.1				
		Lol			1.0				All Industries (s)
	96	190					do		
									- gnimujoslumal
	4.6	9.0	7.0	6.3				0.5	
		4.0	0.4	6.1					aelitxeT
		4.0	1.0	5.2	6.0	4.2			Clothing
		3.8	1.1	12.5		7.3	3.7		Food, drink and tobacco (c)
0.0			9.0	6.5		5.7			Paper and printing
4.5									Chemicals and oil refining

All Manufacturing (f)
All Industries (e)(g)

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